



March 2, 2009

# IVHInsights

## NEWS FROM PERSONNEL SERVICES

by Dennis Mack

Due to the new legislation passed last year to cover non full-time students between ages 19 to 25, changes had to be made regarding age & student verification process done by insurance carriers. Wellmark & Delta Dental will not conduct annual verifications of dependents turning 19 or confirming full-time student status. This will now be done by Dept of Administrative Services-Human Resource Enterprise (DAS-HRE). Beginning later this month, DAS-HRE will send verifications 60 days prior to a dependent's birth month, i.e. in Feb 2009 notifications will be sent to employees with dependents that have birthdates in April. Employees have 60 days to return verifications to DAS-HRE in the pre-paid envelope. It is VERY important that employees respond to these requests.

Failure to return certification form means the dependent will be terminated from the State's health and/or dental plans on the first day of the following month, i.e., if the certification is not returned for April birthdates the dependent coverage would be terminated on May 1. Employees will not receive any other letter of notification or warning of the termination from the plan(s).

(continued on page 3)



## Commandant's Corner

Representatives of the Disabled American Veterans Department of Iowa recently visited the Iowa Veterans Home to participate in the National Salute to Hospitalized Veterans. While at IVH, they presented the Recreation Department with three Nintendo Wii game systems, including the Wii Sports game bundle, along with three extra remotes and six nunchuk remotes.

IVH can use the Wii in a variety of capacities, including tournaments and small group games to encourage group interaction and excitement, playing games that meet the resident's interests and physical needs to encourage movement while having fun, and playing cognitively stimulating games to stimulate thought.

This generous gift from the D.A.V. Department of Iowa will allow IVH to provide rehabilitation therapy using the Wii to a large number of IVH residents on a regular basis.

Last Friday, we sent the final documents required by the Federal Veterans Administration

(VA) Construction Grant Program in Washington, D.C. for Phase 1 of the Master plan. We are anticipating that the Director of the VA will sign off on our project sometime in the next 30 – 70 days. At that time, \$29.1 million in VA Construction Grants will be made available to the IVH in addition to the \$15.6 million match from the State of Iowa to break ground on Phase 1 (120 home and 60 bed home).

This spring will be the beginning of an exciting future for veterans at the Iowa Veterans Home and I thank everyone who participated in the preparation of the documentation on on-going communication with state and federal officials.

Commandant Dan Steen

*Pictured above l to r: Linda Fisher, IVH Recreation Therapist; Lyle Dean, D.A.V. Department of Iowa State Hospital Chairman and D.A.V. Representative to the IVH Volunteer Advisory Committee; Deana Primus, IVH Recreation Therapist.*

## Welcome to IVH - New Employees



Front Row: Maria Gonzalez, RTW, D3; Kavia Jennings, RTW, M3S, Tabatha Anderson, RTW, Sheeler

Middle Row: Amy Acord, RTW, M3S, Donna Riemenschneider, RTW, Sheeler

Back Row: Rebecca Scott, LPN, M4N; Joe Burg, FSW, Dietary; Micheal Ballhagen, RTW, Sheeler; Tina Stegen, LPN, D2

Not Shown: Emily Titus, LPN, Float; Nichole Kaplin, RTW, D3



*Caring:*  
Our only reason for being

## EMPLOYEE HEALTH

by Patti Sharp

### March TB Tests

All employees with March birthdays whose last names begin with letters M through Z are required to have a TB test. The test will be administered in Employee Health on the following date and time:

Monday, 03/02/09

6:15 AM to 8:30 AM

2:00 PM to 3:15 PM

The test will be read on:

Thursday, 03/05/09

6:15 AM to 8:30 AM

2:00 PM to 3:15 PM

If you need to make other arrangements, contact Teresa Keith at ext. #507. Testing must be completed by the end of the month.



**IVH Insights** is a bi-weekly publication of the Iowa Veterans Home.

### Co-Editors

Lisa Purvis—PR/Marketing

Ann Hogle—Performance Imp.

To submit news or questions, please email:

ivhinsights@ivh.state.ia.us

Call ext. 485 or

send to PR/Mktg Dept.

## News from Continuous Improvement by Ann Hogle



IVH On-Boarding and Mentoring Kaizen Team

IVH administration values all employees; therefore, Strategic Goal #3 was identified about mentoring and orienting new employees. This sparked an On-Boarding Kaizen Event, held February 17-19.

### Scope of the event

Assist new employees from acceptance of position through the first six months of employment.

### New Definitions

**On-Boarding** - a plan to ensure new employees meet employment requirements to successfully complete the probationary period.

**Mentoring** - a relationship that supports and guides the employee to achieve success and promote a positive work environment.

### Homework items:

Formal mentoring program, mentor selection & criteria (*Nursing - mentor does not replace a preceptor.*) New employees will have a contact person prior to starting, and participate in an "on-boarding process," which is a paid 3 to 4 hour timeslot to meet their supervisor(s), complete required paperwork, blood-borne pathogens training, take a tour, get a locker, etc.

### Goals:

- increase employee satisfaction
- new employees feel valued
- new employees are ready for their first day
- new employees have a contact person & mentor
- improve retention in certain job classes

Results of a happier & a more acclimated workforce is an increased resident satisfaction - our overall main purpose here at IVH.

**New employees** – tell us your thoughts & ideas - please send a note to me in Performance Imp., or at ext. 485, or e-mail and I will get the information to the team.

### Team Members:

Mike Rohlf, Dept. of Mgmt; Dennis Mack, Sponsor; Margie Button, Nsg, Jan Jeske, Nsg; Bill Cook, Food Services; Suzie Curley, Food Services; Jason Matteson, Nsg; Danielle Fisher, Nsg; Glenda Norman, Nsg; JoAnn Smith, Nsg; Cindy Zahnd, Nsg; Sarah Workman, Nsg; Chris Van Gorp, DNR; Wayne Pierson, Training; Mike Luttrell, Mental Health Services; Jim Elliott, Ann Hogle & Rosemary Rigsby from Performance Imp.

## Training Updates by Sarah Workman

The 12<sup>th</sup> Annual Nursing Dept Skills Fair is Tuesday, March 31 & Wednesday, April 1, from 0400-2400 each day in Whitehill. The theme is "Seasons of Change."

The Skills Fair is to instruct and validate staff on specific care giving techniques & interventions and/or interpersonal skills. Topics include: Hospice/Pain, Infection Control, and Documentation. Also, there is on-line training for the annually required Oral Hygiene & Restraints. You will be notified when these are available.

Since staffing may not allow everyone to attend during their regularly scheduled

shift, overtime will be allowed for those attending before or after their shift or on a day off. You may attend either day.

Time may vary, but it should take about 2 hours; 0.2 CEUs will be awarded upon completion. Those absolutely not able to attend will be sent a make-up packet. Only 1 hour of in-service credit or 0.1 CEUs will be awarded for the make-up packet. Attendance is strongly encouraged.

Door prizes will be given; please let me know if you have anything to donate. Call me at ext. 204 regarding any questions or concerns. Thank you.



## In The News

(News from Employee Services continued from page 1)

If the dependents are covered by both health and dental plans there will be a certification for each plan. Both must be completed. The notices will be sent to the employee's home address listed in the payroll system on your payroll warrant or stub. If this is not the current address, please furnish the correct one to the IVH Personnel Office as soon as possible.

## March is National Nutrition Month

Eating right doesn't have to be complicated. During National Nutrition Month and beyond, follow these tips to help make healthy changes in your lifestyle.

- Make a plan: Adopt a few specific small changes. When you make a realistic plan, the changes won't seem so overwhelming. A few small healthy changes, such as adding one piece of fruit to your diet each day, aren't difficult to do and can make a huge difference to your health.
- Focus on your food: Plan out your meals so you aren't forced to make unhealthy decisions based on convenience. Making sure you eat balanced meals with appropriate portions will help you manage your caloric intake.
- Make calories count: Make meal choices that focus on nutrient rich foods. The majority of your food choices should be packed with vitamins, minerals, fiber and other nutrients.
- Increase physical activity: Regular physical activity is important for overall health and fitness. The Dietary Guidelines for Americans recommend that adults be physically active for about an hour a day.

## Admissions Department *by Doug Freeman*

Have you ever wondered if residents who live at IVH are actually younger or does it just appear that way because we are older? As we continue to plan for the future needs of IVH several discussions have taken place looking at the age of the current population we serve. If you have ever wondered what is the average age of residents currently living here at IVH and how does it compare to several years ago here are the answers.

Currently the average age for a resident living on a Nursing unit is 74 and 60 for Heinz Hall. In the year 2006, resident's average age living in Nursing was 74 and Residential 58. How about the year 2000? The average age in Nursing was 73 and the average age in Residential was 56. This information shows that the average age of residents living on a nursing unit hasn't really changed over the past 12 years and that the average age for a resident living in Heinz Hall is actually 4 years older than that of those living here 12 years ago.

Current IVH Census: 721

Residents Scheduled for admissions: 4 as of 2-18-09

## Valentine's Day at IVH

On Saturday, February 14, the friends of the late Jimmy Ware met at IVH to continue a tradition that he began here in 1998.

The group gave a carnation to every female resident and Hershey's Kisses to all the staff they met while touring IVH. Many smiles and thank yous were exchanged as well as many memories of Jimmy and all the good times he brought to IVH during his 13+ years of volunteering.



*Pictured l to r: Tom Murphy, Jules Burian, Deb Murphy, Russ Pape, Jim Elliott, Bev Taylor*

## FOOD AND NUTRITION SERVICES

*by Mark Freland and Jane Linnenbrink*

Changing lifestyles and breaking old habits is a difficult thing to do. Sometimes changes occur in our life and our health that make it necessary to make adjustments so we can live longer or live more comfortably. Sometimes we make changes because we must & other times we changes because it just makes sense. Right now Food & Nutrition is changing because it makes sense. Due the economy & budget restrictions we are doing the little things that can save a little money. We try turning off lights in offices, dining rooms, work areas, & coolers when not in use. We are turning off computers at night, and using less paper & trying to use real dishes when possible. All of these things are small adjustments, but can save money over the long haul. We invite everyone in the facility to try to do the same. We could save thousands of dollars in a year's time. Greg Wright, Business Manager at IVH, says that our monthly utility bills run in excess of \$145, 000. If all staff look at ways to cut back we could save enough money by year's end to buy new equipment, or even more important, save a job. We should be doing this at IVH and at home anyway. Please take a look around your work areas and try to take notice of the little changes you could do that may help save IVH a few dollars.



## IVH Website Calendar

Submit your event information on the IVH website calendar.

Its quick and easy and the calendar is available to staff, residents, and the community.

Log on to our new website at: [www.iowaveteranshome.org](http://www.iowaveteranshome.org) and click on "Calendar" to begin.

## Upcoming Events

Day	Date	Time	Event	Location
Mon	3/2	8am-2:30 pm	CCDI Class	Whitehill Auditorium
Sat	3/7	7:00 pm	SEHARC at the DM Buccaneers	
Wed	3/11	9am-4pm	REAL Committee Book Sale	Malloy LRC
Thurs	3/12	Noon-8pm	REAL Committee Book Sale	Malloy LRC
Wed	3/18	12 – 1 pm	"Promoting Involvement in Meaningful Activity" (0.1 CEUs)	Ford Conference Room
Tues	3/24	10 am-1 pm	REAL Committee Chili Cook-off	

## Announcements

### REAL Committee's Book Sale

Wed. March 11 – 9:00 a.m. to 4:00 p.m.;  
Thursday, March 12 Noon to 8:00 p.m.;  
Third Shift to be announced. Malloy LRC,  
Books, Jewelry, gifts.

### IVH Golf Tournament

Reserve the date – June 12th – the 2009 IVH Spring Golf Tournament will be held at the Town and Country Golf Club in Grundy Center. Watch for further information and entry form. Any Questions please contact Greg Schaa, ext. 554 or Dave Winjum, ext. 419.

**Reminder the IVHInsights** will be sent out the first and third Monday of each month. Deadline to submit information is the Wednesday before the newsletter comes out.

**Reminder** – you should turn computers off at night whenever possible.

**Canteen menu** - please refer to the IVH SharePoint where monthly menus can be obtained. The Cafeteria menu can also be found on SharePoint.

**Thank you from Heinz Hall Resident Council** to all who participated in their recent raffle. If you were a winner, you have already been contacted.

## Rehab Services Update *by Penny Cutler-Bermudez*

The Arts and Crafts Department provides workshops for Rug Makers, Leather Working, and Crafts. Over 100 residents are provided one on one time multiple times each week, totaling approximately 700 sessions monthly, with an activity assistant. The residents are provided the opportunity to make an item to keep, sell in the gift shop or to make a gift for a loved one.

This department receives over 200 hours of volunteer time each month to assist in providing this service to our residents. We are also very fortunate to have the leather provided by the Iowa Elks Club. We have many resident employees who serve in this area as well.

Beginning on March 1, 2009 will be providing a craft on each unit once a week in conjunction with the Recreation Therapists. This will allow us to provide an individual craft for approximately 250 additional residents per week. We are excited about this new adventure as we have been trialing it at least monthly for the last quarter and have found it to be enjoyable for the residents. The unit staff has been active in assisting as well and

many residents have enjoyed watching even if they did not want to make a craft of their own.

Please feel free to drop by this area and take a look at what we are doing, or join in if you are on the unit and see a craft project in progress. The residents always have a great time and enjoy showing others what they are working on.

### REAL Committee's March Madness Chili Cook-Off is March 24th

We seek IVH people/groups (staff) that are darn proud of the chili they can make!

The participant/group needs to provide a filled 3-5 qt. crock pot and list all their ingredients. There will be chili tasting and voting. We are recruiting celebrity servers to serve the soups. The REAL Committee will also be serving a soup, crackers, Garwin brownies and bottled water for \$3.00. Prizes – 1<sup>st</sup> (\$60); 2<sup>nd</sup> (\$40); 3<sup>rd</sup> (\$20) and a prize for "most unique". Need a minimum of 12 & max of 25 participants. Deadline Friday March 13<sup>th</sup>. Please call Linda Eggleston ext 502 if you are interested.

**Call today to reserve your spot!**